.B 1837
S55
Copy 1

LIBRARY OF CONGRESS
0 019 761 798 6

LB 1837
.S55
Copy 1

San Francisco State Normal School

REPORT TO THE BOARD OF TRUSTEES

CONCERNING

THE GRADUATES AS TEACHERS

SHOWING

THE SYSTEM OF THEIR APPOINTMENT, THE VARIOUS POSITIONS IN THE STATE'S EDUCATIONAL SERVICE THEY ARE FILLING, RECORDS OF EFFICIENCY, ETC.

STATE NORMAL SCHOOL AT SAN FRANCISCO

BOARD OF TRUSTEES

HIS EXCELLENCY HENRY T. GAGE - - - - - GOVERNOR
Ex officio.

HON. THOMAS J. KIRK - - SUP'T OF PUBLIC INSTRUCTION
Ex officio.

S. C. DENSON - - - - - - - - - - San Francisco

HENRY G. W. DINKELSPIEL - - - - - San Francisco

F. A. HYDE - - - - - - - - - - - San Francisco

DR. W. J. HAWKINS - - - - - - - - San Francisco

VANDERLYN STOW - - - - - - - - San Francisco

APR 15 1907
U. of C.

OE 0[illegible]-117

LB1237
.S55

San Francisco, October 31, 1902.

To the Honorable, the Board of Trustees of the State Normal School at San Francisco.

Gentlemen—In June, 1901, your honorable body adopted resolutions defining the purpose of the State Normal School at San Francisco, and your policy in the graduation of teachers. The resolutions stated:—

> **"State Normal Schools are supported and should be conducted for the sole purpose of supplying public schools with teachers of the highest efficiency.**
>
> **"The Trustees of the San Francisco State Normal School desire that the school shall be so conducted that a certificate of graduation therefrom shall be esteemed an honorable distinction by the holder thereof, as being a certain guarantee of thorough training and proficiency as a teacher, and so recognized by school officials.**
>
> **"That the President shall certify to the Trustees for graduation only those students who can be confidently and honestly recommended to school trustees, superintendents, and boards of education as teachers of undoubted capability."**

It is now some sixteen months since these resolutions were adopted, and during this intervening period the graduates of the school have been tested in the public schools of the State. I herewith submit a report upon certain facts of experience which I believe justify the high standard and rigorous policy which your honorable body has established in the administration of this school, and indicate a prompt appreciation on the part of the public school officials.

NUMBER OF POSITIONS FILLED.

The following schedule shows the number of students graduated since the school's opening and the number of appointments to public school positions which have been made from each class:—

Date of Graduation.	Number in Class.	Positions Filled.			Married.	Died.
		Autumn, 1901.	Spring, 1902.	Autumn, 1902.		
June, 1901	36	30	29	31	2	.....
Dec., 1901	8	.....	7	6	1	1
June, 1902	25	.....	.....	25	.....	.....
Sept., 1902	3	.....	.....	3	.....	.....
Totals	72	30	36	65	3	1

No graduate who would accept a position has failed to secure one. Of the seven graduates who have not taken schools this autumn, one has died, three have been mar-

Gift
Carnegie Inst.
Handbook Office
10 Ap 1907

ried, and the remaining three, all living in San Francisco, have declined positions requiring them to live away from their homes.

PLAN OF FILLING POSITIONS.

The plan which the faculty uses in recommending graduates is as follows: The faculty prepares and adopts a statement concerning the qualifications of each graduate, stating specifically her essential qualities as a teacher. These statements are not issued to graduates as a general recommendation, but are sent directly to trustees or superintendents, always accompanied by a stamped envelope for the return to the school. During the present year a small photograph of the graduate is attached to her statement. To this statement are also appended a printed copy of the resolution of the Board defining its policy of management of the school, and a brief description of the system of preparing teachers, and the fact that graduates will not use personal or political influences upon trustees or members of boards of education.

Thus far 84 different public school positions (not counting the positions to which our graduates have been elected for a second term) have been filled. The methods by which these appointments have been made and the number of positions secured under each method are shown by the following:—

—Upon application to the Normal School by superintendents or trustees.....28

2—Upon application by the Normal School to school trustees, first learning of vacancies through letters of inquiry addressed to school officials...18

3—By competitive examination for teachers' positions in San Francisco.....12

4—By application of graduates with recommendation of Normal School.....16

5—By independent application of graduates.....10

Total 84

TEST OF COMPETITIVE EXAMINATION.

The relative proficiency of San Francisco State Normal graduates was shown by the result of the competitive examination held by the Board of Education of San Francisco under a civil-service system in July, 1902. Of the 200 competitors, 27 were university graduates, either of Berkeley or Stanford, generally with several years' experience; 18 were San Francisco State Normal School graduates; 39 were graduates of reputable State Normals other than San Francisco; 63 were graduates of the San Francisco City Normal School (now discontinued); 43 were teachers without professional training. Six of the successful thirty, or twenty per cent, were graduates of the San Francisco State Normal School. Averaging the standings of the above five classes of competitors, the records show that the grad-

uates of the San Francisco State Normal School outranked all others. These averages were as follows:—

Average of graduates of San Francisco State Normal School.....77.6

Average of graduates of the California universities.77.3

Average of graduates of other public Normal schools 74.3

Average of graduates of San Francisco City Normal School 70.0

Average of untrained teachers.....68.4

DISTRIBUTION OF GRADUATES.

Of the 101 positions held by San Francisco Normal graduates in 1901-1902 and 1902-1903, 49 have been city or town schools, and 52 have been rural schools.

	City or Town.	Rural.
1901-1902	14	23
1902-1903	35	29
	49	52

The above figures show a marked increase in the proportion of our graduates accepted in cities and towns during the second year.

During the first year the following cities or towns appointed our graduates: San Francisco, 6; Oakland, 1; Modesto, 1; Redlands, 1; Paso Robles, 1; San Pablo, 1; Benicia, 1; Bakersfield, 1; Alameda, 1. At the end of the year all of these city appointees were re-elected to their positions or were offered them, and San Francisco

took 6 others; Oakland, 3; Modesto, 1; Redlands, 1; Paso Robles, 2; San Pablo, 1.

In 1902 the list of cities and towns having representatives of our school was increased by the following: Berkeley, Sausalito, Sanger, San Rafael, Hanford, Concord, Cloverdale, Santa Rosa, Vallejo, Riverside, and Weaverville.

During 1901-1902, 17 counties contained representatives of the San Francisco State Normal School, and in 1902-1903 twenty-four counties, as follows: Mendocino, 2; Sonoma, 7; Yolo, 1; Lake, 1; Napa, 1; Solano, 1; Marin, 3; Contra Costa, 4; Alameda, 9; San Francisco, 12; Tulare, 1; El Dorado, 1; Trinity, 1; Monterey, 2; Santa Cruz, 1; San Luis Obispo, 2; Stanislaus, 1; Madera, 1; Fresno, 1; Kings, 2; Kern, 5; San Bernardino, 2; Orange, 2; Riverside, 1.

I append letters received from school officials in the counties which have the largest number of our graduates and who can legitimately speak of the quality of the work of our graduates as teachers.

Respectfully submitted,

FREDERIC BURK,

President.

TESTS OF PRACTICAL EXPERIENCE.

. . . With reference to the quality of the work done in Marin County schools by teachers who are graduates from the State Normal School at San Francisco, I desire to say that their work has been eminently satisfactory. During the past year four teachers have come to us from your school. Under quite different conditions as to schools and environment, each has been successful in her particular field of labor. All were beginners, yet from the first day in the schoolroom as teachers, they showed adaptability to surroundings, as well as a knowledge of what to do and how to do it. Where the practice-teaching is less thorough in the training-school, beginners usually find difficulty in adjusting their acquired theories to the actual conditions found in their schools. No such difficulty was met by the teachers from the San Francisco Normal who have worked with us. Furthermore, these teachers have some comprehension of the *ends* that a teacher should keep in view in her work; also a knowledge of the progressive steps best suited to attain those ends. The schools of the State need more teachers with that kind of training. Send us more of your graduates.—ROBT. FURLONG, *Superintendent of Schools, Marin County.*

. . . After a most careful consideration, the Board of Education devised a system of appointment of teachers based on merit and efficiency. In our recent examination, held July 8, 1902, over two hundred applicants entered the competitive test for appointments to the San Francisco School Department. Graduates from

the San Francisco State Normal School showed unusual ability, both in the oral and in the written examinations. I might say also that like power was shown in an examination of the Board held December 28, 1901.

The graduates of the San Francisco State Normal School who are now teaching in our city have shown marked ability, not only in general methods of teaching, but also in the power to properly discipline classes. Their greatest strength, in my opinion, is their versatility and power to adjust themselves to local conditions, and at the same time steadily improving the classes under their control.

I trust that the San Francisco State Normal School will continue to do in the future as excellent work as it has done in the past.—CECIL W. MARK, *Member S. F. Board of Education.*

. . . I am more than satisfied with the work that is being done in this county by the graduates of the San Francisco Normal School since the school became a State Normal. The teachers you have sent me are earnest, sincere, and competent. I trust that when there are vacancies to be filled in future, we will be able to get our share of San Francisco Normal School girls to fill them.—MINNIE COULTER, *Superintendent of Schools, Sonoma County.*

. . . In answer to your inquiry in reference to graduates from your school, will say that we have in our Department, as regular teachers, Miss E. Parsons, Miss

Amy S. Furlong, and Miss M. H. Morrison. On our substitute list, we have Miss Evangeline Adams and Miss Eva Fulton, who have done considerable work.

These teachers have all shown that they have received careful training in their practice work. They take up the regular school work in such a manner as to show their preparation and their confidence in their ability to succeed.—J. W. McClymonds, *City Superintendent Schools of Oakland.*

ROLL OF GRADUATES.

The following is a complete roll of the graduates from preparation for the Normal School, home addresses,

Name.	*Home Address.*	**Class Graduating** *Graduates of*
Ahrens, Mabel	425 Harrison St., S. F	S. F. Girls' H. S.
Banks, Minnie	Merced	Merced H. S.
Brydges, Rose	86 11th St., Oakland	Oakland H. S.
Boorman, Emily	Stege	Berkeley H. S.
Bertz, Hazel	1326 Hayes St., S. F	S. F. Girls' H. S.
Burt, Shirley	727 Ashbury St., S. F	S. F. Girls' H. S.
Cannell, Pearl	Yolo	Woodland H. S.
Canfield, Nettie	1010 7th Ave., Oakland	Oakland H. S.
Clarke, Mabel	2014 Berkeley Way, Berkeley	Berkeley H. S.
Considine, Elsie	1914 N St., Sacramento	Sacramento H. S.
Doyle, Jessie	Marysville	Marysville H. S.
Dinsmore, Carolyn	47 Arlington St., S. F	S. F. Lick School
Flatow, Ray	1023 Leavenworth St., S. F	S. F. Lowell H. S.
Furlong, Amy	G St., San Rafael	San Rafael H. S.
Geary, Louise	1711 Eddy St., S. F	S. F. Girls' H. S.
Gardner, Edna	1314 8th St., Oakland	Oakland H. S.
Gaffney, May	704 18th St., S. F	S. F. Girls' H. S.
Harrower, Annie	3540 19th St., S. F	S. F. Girls' H. S.
Hoagland, Clara	526 Telegraph Ave., Oakland	Oakland H. S.
Jones, Nellie	Santa Rosa	Santa Rosa H. S.
Levy, Eva	1420 Bush Street, S. F	S. F. Girls' H. S.
Lane, Gertrude	1724 10th St., Oakland	Alameda H. S.
Mayers, Gertrude	1819 Scott St., S. F	S. F. Girls' H. S.
Monaco, Matalie	301 Dolores St., S. F	Mission H. S.
O'Donnell, Mae	330 Golden Gate Ave., S. F	Girls' H. S.
Parsons, Etta	1404 McAllister St., S. F	S. F. Girls' H. S.
Roberts, Bertha	1421A Howard St., S. F	S. F. Girls' H. S.
Rogers, Harriet	1412 O'Farrell St., S. F	Santa Rosa H. S.
Schendel, Maude	110 Chattanooga St., S. F	S. F. Girls' H. S.
Skinner, Annabel	2227 Union St., Berkeley	Two yrs. Stanford Univ.
Sullivan, Anita	2113 Larkin St., S. F	S. F. Girls' H. S.
Smith, Martha	San Rafael	San Rafael H. S.
Swain, Muriel	870 Laurel St., Alameda	Alameda H. S.
Spencer, Gay	1303 Castro St., S. F	S. F. Girls' H. S.
Tessmer, Etta	1131 35th Ave., S. F	S. F. Girls' H. S.
Wright, Myrtle	Santa Rosa	Santa Rosa H. S.

June, 1901, to September, 1902, showing their schools of and positions held by each:

June, 1901.

Position, 1901-1902.	*Position, 1902-1903.*
Seaside Dist., San Mateo Co.	Modesto.
Minturn Dist., Madera Co.	Minturn Dist., Madera Co.
.....	Married (Mrs. F. R. Burkhalter).
San Pablo	San Pablo (Principal).
Paso Robles	Hearst School, S. F.
McKittrick Dist., Kern Co.	Counts' Dist., Mendocino Co.
Cacheville, Yolo Co.	Cacheville, Yolo Co.
Franklin Dist., Contra Costa Co.	Carbondale Dist., Contra Costa Co.
Rio Bravo Dist., Kern Co.	Rio Bravo Dist., Kern Co.
Havilah Dist., Kern Co.	Minturn Dist., Madera.
Tehachapi Dist., Kern Co.	Riverside.
Stony Brook Dist., Alameda Co.	Stony Brook Dist., Alameda Co.
.....	
Redlands	Oakland.
.....	
.....	Eureka Dist., Mendocino Co.
Irving Scott School, S. F.	Irving Scott School, S. F.
Hearst School, S. F.	Monroe School, S. F.
Gill Dist., Fresno Co.	Redlands.
.....	San Pablo.
Madera, and S. F. State Normal School	S. F. State Normal School.
Pleasant View Dist., Monterey Co.	Paso Robles.
.....	
Modesto	Jean Parker School, S. F.
San Francisco	Fremont School, S. F.
Oakland	Oakland.
S. F. State Normal, and S. F.	Franklin School, S. F.
Benicia	Santa Rosa.
Lincoln School, S. F.	Lincoln Grammar, S. F.
Pope Valley Dist., Napa Co.	Berkeley.
Bakersfield	Grant School, S. F.
Pacheco Dist., Marin Co.	Pacheco Dist., Marin Co.
Willow Creek Dist., Madera Co.	Married (Mrs. D. A. Dickie).
Paleta Dist, Kern Co.	Fruitvale Dist, Kern Co.
Morgan Valley Dist., Lake Co.	Panama Dist., Kern Co.
Bliss Dist., Sonoma Co.	Cotati Dist., Sonoma Co.

Name.	Home Address.	Class Graduating Graduates of
Brown, Clara	707 Scott St., S. F	S. F. Girls' H. S
Fulton, Eva	836 18th St., Oakland	Oakland H. S
Jackman, Madge	Santa Rosa	Santa Rosa H. S
Hamill, Martha	Geyserville	Healdsburg H. S
Moblad, Bertha	115 Park Ave., Alameda	Alameda H. S
Moore, Mate	1376 13th Ave., East Oakland	Oakland H. S
Neff, Violette	1517 West St., Oakland	Oakland H. S
Richter, Marie	Santa Cruz	Santa Cruz H. S

		Class Graduating
Anderson, Elma	301 Guerrero St., S. F	S. F. Girls' H. S
Curley, Alice	1008 Golden Gate Ave., S. F	S. F. Girls' H. S
Crumpton, Clara	Sausalito	San Rafael H. S
Day, Bessie	804 12th St., Oakland	Oakland H. S
Duffiey, Alicia	San Rafael, Cal	S. F. Girls' H. S
Dunne, Ida	1020½ Shotwell St., S. F	S. F. Girls' H. S
Furbush, Mabel	813 Lombard St., S. F	S. F. Lowell H. S
Goldberg, Theresa	Hanford, Cal	Hanford H. S
Hanson, Lina	66 Clipper St., S. F	S. F. Mission H. S
Hawley, Ella	Dinuba, Cal	Hanford H. S
Koch, Lillian	839 Page St., S. F	S. F. Girls' H. S
Lisbon, Louise	490 25th St., Oakland	Oakland H. S
Morison, Mary	1714 9th St., Oakland	Oakland H. S
Newton, Nellie	1625 Walnut St., Berkeley	S. F. Mission H. S
Nash, Elizabeth	639 Golden Gate, Ave., S. F	Hollister H. S
Nolan, Eloise	24 Henry St., S. F	S. F. Mission H. S
O'Connell, Mary	15 Blake St., S. F	S. F. Girls' H. S
Prince, Rose	115 Russ St., S. F	Kern Co. H. S
Stein, Imogene C	1045 Santa Clara Ave., Alameda	Mills Seminary
Schweinitzer, Bertha	St. Helena	S. F. Polytechnic H. S
Stamper, Josie	514C Hayes St., S. F	Polytechnic H. S
Symmes, Kate	602 East St., East Oakland	Oakland H. S
Truscott, Emily	Sacramento, Cal	Sacramento H. S
Ulsteen, Sophie	Dixon, Cal	Dixon H. S
Wilson, Edna	46 Vicksburg St., S. F	Lowell H. S

		Class of
Adams, Evangeline	1391 Masonic Ave., S. F	Three yrs. Stanford Univ
Castle, Rita	Carson, Nevada	Sacramento H. S
Lemon, Julia	Salinas, Cal	Salinas H. S

December, 1901.

Position, 1901-1902.	*Position, 1902-1903.*
Soquel Dist., Santa Cruz Co.	Married (Mrs. Dr. Halsted).
Olema, Cal.	Oakland.
Wright Dist., Sonoma Co.	Wright Dist., Sonoma Co.
Guilford Dist., Sonoma Co.	Guilford Dist., Sonoma Co.
Alameda (Sub.)	Alameda (Sub.).
Peachtree Dist., Monterey Co.	Peachtree, Monterey Co.
Died, May, 1902	
Soquel Dist., Santa Cruz Co.	Glen Haven Dist., Santa Cruz Co.

May, 1902.

	Horicon Dist., Sonoma Co.
	Webber Dist, El Dorado Co.
	Sausalito, Cal.
	Sanger, Cal.
	San Rafael.
	Exeter Dist., Tulare Co.
	Middle Creek Dist., Lake Co.
	Hanford, Cal.
	Paso Robles, Cal.
	Eucalyptus Dist., Kings Co.
	Oakland (Sub.).
	Lewis Dist., Monterey Co.
	Oakland, Cal.
	High Valley Dist., Napa Co.
	Mountain House Dist., Alameda Co.
	Two Rock Dist., Sonoma Co.
	Concord.
	Lone Pine Dist., Kern Co.
	Cloverdale.
	Mountain View Dist., Kern Co.
	Everett School, S. F.
	Yucaipe Dist., San Bernardino Co.
	San Joaquin Dist., Orange Co.
	Vallejo, Cal.
	Franklin School, S. F.

September, 1902.

	Oakland (Sub.).
	Weaverville
	Monroe Dist., Monterey Co.

LIBRARY OF CONGRESS
0 019 761 798 6